

WOMEN & THE WORKPLACE

- Women work **two thirds** of the world's hours; yet earn **one tenth** of the world's income.¹
- Many countries worldwide, including Australia, have made significant progress towards gender equality in recent decades, particularly in areas such as education. **However**, women continue to earn less than men, are less likely to advance their careers as far as men, and are more likely to spend their final years in **poverty**.²
- In the Australian context, the Grattan Institute has argued that removing disincentives for women to enter the workforce should be an economic reform priority. It has found that increasing female workforce participation by 6% has the potential to add **\$25 billion** each year to the Australian economy.³
- Around 58% of Australia's university graduates are women but only 67% of working aged women are currently in paid work, compared to 78% of men, indicating Australia is **failing** to capture the **substantial** economic contribution tertiary educated women offer.⁴
- The gender pay gap is the difference between women and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings. Using the Australian Bureau of Statistics' Average Weekly Full-Time Earnings data, the national **gender pay gap is currently 17.1%** and has hovered between 15% and 18% for the past two decades.⁵
- The causes of the gender pay gap are complex and often interrelated. Australian studies have highlighted the important roles played by:
 - Discrimination
 - The different balance of paid and unpaid work that women and men undertake in their lifetime
 - The different industries in which women work compared to men and the **under-valuation** of the occupations in which women are largely employed (e.g. in caring and personal service roles)
 - The way pay is set.⁶
- Female graduate salaries are **90.9%** of male graduate salaries in Australia.⁷
- Average superannuation balances of women are **42.1%** lower than those of men.⁸

¹ <http://www.womendeliver.org/knowledge-center/publications/invest-in-girls-and-women-everybody-wins-2014/>

² <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

³ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

⁴ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

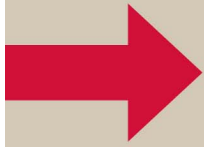
⁵ <https://www.wgea.gov.au/learn/about-pay-equity>

⁶ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

⁷ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

⁸ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>





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- When the Paid Parental Leave scheme was first introduced in 2010-11, 54,478 families received paid parental leave payments. **Less than 1%** of the recipients were male.⁹
- Men are more likely than women to have their requests for flexible working hours **declined**.¹⁰
- In Australia in 2011-2012 the average length of paid maternity leave offered was **10 weeks**, whilst the average length of paid paternity leave offered was **2 weeks**.¹¹
- **More than 100** countries worldwide still have laws that **restrict women's participation** in the economy.¹²
- Per day, women spend **two thirds more time** providing unpaid care than men.¹³
- **42%** of women cited 'family reasons' for why they were not participating in the workforce, whilst **5.6%** of men used this reason.¹⁴
- There is currently a **12%** chance that gender equality on boards will be achieved by **2050** (the year at which this should happen according to the current rate of change).¹⁵

⁹ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

¹⁰ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

¹¹ <http://www.womendeliver.org/knowledge-center/publications/invest-in-girls-and-women-everybody-wins-2014/>

¹² <http://www.security4women.org.au/wp-content/uploads>

¹³ <http://www.security4women.org.au/wp-content/uploads>

¹⁴ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

¹⁵ <http://www.pottingerindex.com/blog>

